



## Business Arising from the 2022 HSA Annual Convention

<p><b>Extraordinary</b> <b>1</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> that HSA provide donations totaling \$25,000 to support international and provincial charities supporting Ukrainians in Ukraine, as well as Ukrainian war refugees in British Columbia.</p>	<p>Donations to Canada Red Cross Ukraine Humanitarian Fund and United Way</p>
<p><b>Composite</b> <b>1</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> that HSA advocate and lobby MCFD to survey the frontline workers and the families affected by the proposed changes before they are implemented; and</p> <p><b>BE IT FURTHER RESOLVED</b> that HSA advocate and lobby the MCFD to provide more information and allow flexibility based on feedback from frontline workers and families accessing these services; and</p> <p><b>BE IT FURTHER RESOLVED</b> That HSA closely monitor the development of Family Connections Centres and report back regularly to impacted members; and</p> <p><b>BE IT FINALLLY RESOLVED</b> That HSA advocate for transparency and accountability around development of province wide Family Connections Centers with the Ministry of Child and Family development.</p>	<p>Ongoing</p>

<p><b>Composite 2</b></p>	<p><b>THEREFORE BE IT RESOLVED</b> That the HSA work through the BC Federation of Labour and NUPGE to lobby the municipal, provincial, federal levels of government to follow through on campaign promises to make housing more affordable; and</p> <p><b>BE IT FURTHER RESOLVED</b> that HSA work through the BC Federation of Labour and National Union of Public and General Employees (NUPGE) to advocate for all levels of government to take measurable action to increase the supply of affordable housing across our province and country.</p>	<p>Resolutions to BC Federation of Labour and CLC</p>
<p><b>Composite 4</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> that HSA, in addition to working to negotiate collective agreement remedies to address recruitment and retention, lobby the provincial government to take action to address the labour shortages in acute and community health and community social services by:</p> <ul style="list-style-type: none"> <li>a) advocating for more professions represented by HSA to be added to the BC Loan Forgiveness Program for underserved communities.</li> <li>b) incentivizing careers in health care and community social services by providing tuition subsidies for post-secondary education and training for students who remain in BC upon graduation.</li> <li>c) lobbying the provincial Ministry of Advanced Education and Skills Training, Ministry of Health, and Ministry of Labour, and Ministry of Jobs, Economic Recovery and Innovation to work with the federal government and regulatory colleges to facilitate expedited credentialization of health care workers with training and certification obtained in jurisdictions outside of Canada.</li> <li>d) expanding training opportunities within the province for health science professions serving health care and community social services; and</li> </ul> <p><b>BE IT FURTHER RESOLVED:</b> that HSA continue to promote all HSA member professions in public awareness campaigns.</p>	<p>Ongoing</p>

3	<p><b>THEREFORE BE IT RESOLVED:</b> that current wording of Article 12, Section 1 (e) be replaced by the following: Occupational Health and Safety stewards and alternates shall be elected, or, selected if a vacancy exists on a joint committee between elections, pursuant to the provisions of the Workers Compensation Act and Health Sciences Association policy.</p>	Constitution updated
6	<p><b>THEREFORE BE IT RESOLVED:</b> that Health Sciences Association will amend the HSA Constitution and all current and future documentation by replacing all instances of “his”, “he”, “himself”, “him and “her”, “hers”, “she”, “herself”, to “they”, “their”, “themselves” and “them”; and</p> <p><b>BE IT FURTHER RESOLVED:</b> that Health Sciences Association will strive to consider the various collective agreements Health Sciences Association members belong to, by replacing all instances of “his”, “he”, “himself”, “him and “her”, “hers”, “she”, “herself”, to “they”, “their”, “themselves” and “them”."</p>	Constitution updated
7	<p><b>THEREFORE BE IT RESOLVED:</b> that HSA provide educational resources (other than emails alone) to members so they understand what conventions, resolutions, bargaining proposals, etc. are: e.g. videos, social media, slide decks for stewards to use at chapter meetings.</p>	Ongoing
11	<p><b>THEREFORE BE IT RESOLVED:</b> that HSA features a profile in each report on Community Health and Social Services, not just Health Science Professionals.</p>	Ongoing
12	<p><b>THEREFORE BE IT RESOLVED</b> HSA offer members a menu from which they can opt in and opt out of email communications, including but not limited to: The Report; Convention; Regional News; Chapter News; Workshops and Education.</p>	Ongoing
14	<p><b>THEREFORE BE IT RESOLVED:</b> that HSA educate members and employers about the legitimacy of using sick time for mental health recovery.</p>	Ongoing through labour relations advice and member education
16	<p><b>THEREFORE BE IT RESOLVED:</b> that if an HSA workshop fills up quickly or has a waiting list, HSA will offer that workshop again <del>within twelve months from the date of the original workshop</del> as schedules and budgets permit.</p>	Ongoing

19	<p><b>THEREFORE BE IT RESOLVED:</b> we/HSA start by undertaking a survey to encourage members to self-identify various aspects of their identities, so that we understand the true makeup demographics of HSA membership, in order to know where to start to begin working towards inclusion with an evidence-based approach to addressing systemic inequities such as racism, sexism, ableism, homophobia, and so on.</p> <p><del>BE IT FURTHER RESOLVED that this survey be made available to members by September 2022, with results made available by March 2023.</del></p>	Survey administered, with results published in EDI report January 2023. Second survey under development.
21	<p><b>THEREFORE BE IT RESOLVED:</b> that Health Sciences Association advocate with government and health care institutions to address the recommendations made by the In Plain Sight report; and</p> <p><b>BE IT FURTHER RESOLVED:</b> that Health Sciences Association mobilize its members to take action within health care institutions to ensure they address the recommendations of the In Plain Sight report.</p>	Ongoing. Addressed in bargaining (provincial Indigenous Specific Anti Racism Committee; cultural leave, recruitment and retention of Indigenous workers); HSA Indigenous Advisory Council
22	<p><b>THEREFORE BE IT RESOLVED:</b> That HSA lobby MCFD and the federal government for increased funding to allow FTE for in-house interpretation in public health care and community social services settings when a population shows adequate need (i.e., if a high percentage of a population speaks a language other than English, there should be an in-house interpreter who speaks that language and works alongside the service providers).</p>	Correspondence to Ministry of Children and Families
27	<p><b>THEREFORE BE IT RESOLVED:</b> That MNP be confirmed as the union's auditor until the year 2023 Annual Convention.</p>	Auditor appointed
33	<p><b>THEREFORE BE IT RESOLVED:</b> That the HSA lobby the provincial government to increase children's funding for equipment and services until the age of 19.</p>	Correspondence to Ministry of Children and Families
34	<p><b>THEREFORE BE IT RESOLVED:</b> that HSA continue to lobby all relevant provincial ministries (i.e. Ministries of Health, Children and Family Development and Education) to increase funding for children and families with support and health care needs.</p>	Ongoing

35	<b>THEREFORE BE IT RESOLVED:</b> that HSA continue to lobby all relevant provincial ministries (i.e. Ministries of Health, Children and Family Development and Education) to increase funding for children and families with support and health care needs.	Correspondence to Ministry of Health and MCFD
36	<b>THEREFORE BE IT RESOLVED:</b> that HSA advocate and lobby provincial government and TransLink (for Lower Mainland) and BC Transit (for rest of BC) to improve transportation options for children with special needs including: increase HandyDART service, provide wheelchair taxi vouchers for medical appointments, and grants for purchase of wheelchair accessible vans.	Correspondence to Ministry of Transportation
37	<b>THEREFORE BE IT RESOLVED:</b> that the Health Sciences Association (“HSA”) advocate and lobby the Ministry of Children and Family Development (“MCFD”) and the federal government for increased funding to allow for equitable access to transportation services.	Correspondence to Ministry of Children and Families
38	<b>THEREFORE BE IT RESOLVED:</b> that HSA lobby MCFD to protect the Key Worker Program and dedicated Key Worker role for children and youth with FASD and CDBC diagnoses.	Correspondence to Ministry of Children and Families
41	<b>THEREFORE BE IT RESOLVED:</b> that HSA lobby the provincial government to provide increased increase funding for publicly funded assessment of developmental differences.	Correspondence to Ministry of Children and Families
42	<b>THEREFORE BE IT RESOLVED:</b> That the Health Sciences Association (“HSA”) advocate and lobby the Ministry of Children and Family Development (“MCFD”) and the federal government for increased funding to allow for equitable access to the Supported Child Development Program.	Correspondence to Ministry of Children and Families
43	<b>THEREFORE BE IT RESOLVED:</b> that the HSA lobby the government to increase funding to the infant/child/Youth Mental Health Services programs at this time such that families can access the right services when they need it	Correspondence to Ministry of Children and Families
44	<b>THEREFORE BE IT RESOLVED:</b> that HSA lobby the government to increase funding to support children with special needs in childcare settings including hiring more support workers.	Correspondence to Ministry of Children and Families

45	<b>THEREFORE BE IT RESOLVED:</b> that HSA work with the Prosthetic and Orthotic Association of British Columbia to develop a plan to advocate for equity in accessing funding of orthotic treatments (orthopedic bracing) for all children and adults in British Columbia living with physical impairments.	To be done
46	<b>THEREFORE BE IT RESOLVED:</b> that Health Sciences Association (“HSA”) lobby the BC government to include enteral nutrition formula and equipment coverage under the medical services plan.	Correspondence to provincial and federal Ministers of Health
47	<b>THEREFORE BE IT RESOLVED</b> that HSA lobby the provincial government to revisit language around early intervention so that discharge from early intervention services can be postponed till midway through the kindergarten year in order to adequately support the transition into schooling; and  <b>BE IT FURTHER RESOLVED</b> That HSA lobby the provincial government to increase funding to early intervention services such that they may provide these continued services.	Correspondence to Ministry of Children and Families
48	<b>THEREFORE BE IT RESOLVED</b> that HSA host future collective agreement voting sessions in a digital format.	Ongoing
49	<b>THEREFORE BE IT RESOLVED</b> Health Sciences Association will review its policies and standard operating procedures to ensure timely, transparent and adequate communications are provided to members that Health Sciences Association represents.	Ongoing
57	<b>THEREFORE BE IT RESOLVED</b> HSA continue to provide paid time off for members to participate in the HSA Core Member Engagement Team throughout the year for members to do engagement work and strengthen steward teams and engagement at chapters.	Ongoing
58	<b>THEREFORE BE IT RESOLVED</b> that HSA allocate 10 short term certificate and program scholarships and bursaries of a maximum dollar amount of \$500.00 yearly.	Budget allocated
61	<b>THEREFORE BE IT RESOLVED</b> that HSA continue to lobby for an increase to 10 paid sick days per year.	Resolution to BC Federation of Labour

62	<b>THEREFORE BE IT RESOLVED</b> that HSA lobby through NUPGE and BC FED the provincial and federal ministries of health to provide universal Pharmacare, eliminating the income-based deductible that causes hardship for many British Columbians.	Resolution to BC Federation of Labour and NUPGE; HSA participation in CLC Lobby
63	<b>THEREFORE BE IT RESOLVED</b> That Health Sciences Association (“HSA”) continue to lobby the federal government through the National Union of Public and General Employees and the Canadian Labour Congress to increase the length of time for Medical EI coverage, and report back to members with progress.	Resolution to CLC
64	<b>THEREFORE BE IT RESOLVED</b> that HSA advocate and lobby the Ministry of Municipal Affairs and Housing and other related Ministries (e.g. MCFD and Min. of Social Development and Poverty Reduction) to review and increase BC Housing rental stock of wheelchair-accessible units to allow timely and equitable access everywhere	Correspondence to BC Housing, Minister of Housing, and Minister of Social Development and Poverty Reduction
68	<b>THEREFORE BE IT RESOLVED</b> that HSA work with BC Federation of Labour <del>National Union of Public and General Employees</del> , to advocate to the Ministry of the Attorney General and Responsible for Housing, BC Housing and Ministries of Social Development and Poverty Reduction (SDPR) and Citizens’ Services to identify homeless individuals and assist with increasing access to affordable housing.	Ongoing
69	<b>THEREFORE BE IT RESOLVED</b> That the Health Sciences Association (“HSA”) continue to lobby the government to expand its childcare plan to universal access \$10 per day childcare for all childcare spaces in BC; and  <b>BE IT FURTHER RESOLVED</b> that HSA continue to lobby the government to expand its childcare plan to include more advanced education seats for early childhood educators to fill the increased staffing needs.	Ongoing, including collaboration on NUPGE submission to federal government on human resources needs, and correspondence to BC Minister of Education and Child Care and Minister of Post-Secondary Education and Future Skills

70	<b>THEREFORE BE IT RESOLVED</b> That HSA through the BC Federation of Labour lobby the provincial government to adopt the CUPE Seamless Childcare Plan which places qualified Education Assistants within school based before and after school programs.	Resolution to BC Federation of Labour
71	<b>THEREFORE BE IT RESOLVED</b> that HSA <del>lobby the federal government to improve parental leave allowance for adoptive parents of a dependent child</del> will lobby government through its provincial and federal affiliates to improve parental leave for all parents.	To be done
74	<b>THEREFORE BE IT RESOLVED</b> that HSA, through the BC Fed and NUPGE, lobby all levels of government to include tax write off exemptions for healthcare workers for travel expenses (parking, transit, etc.).	Resolution to BC Federation of Labour
76	<b>THEREFORE BE IT RESOLVED</b> that HSA begin to lobby the government on a 30-32 hour work weeks for the same pay.	Resolution to BC Federation of Labour
77	<b>THEREFORE BE IT RESOLVED</b> That the Health Sciences Association (HSA) formally endorse the call for a Fossil-Fuel Non-Proliferation Treaty that calls for: an end to all new exploration and production of coal, oil and gas; a phase-out of existing production of fossil fuels in line with the 1.5C global climate goal; and a fast-track of real solutions and a just transition for every worker, community, and country; and  <b>BE IT FURTHER RESOLVED</b> That the HSA directly lobby the provincial government to take action in line with this treaty.	Treaty endorsed  Correspondence to Minister of Environment and Climate Change Strategy, and Minister of Emergency Management and Climate Readiness
77A	<b>THEREFORE BE IT RESOLVED</b> that HSA lobby the government to create more overall childcare spots for both daycare age and school age before/after care, and to create childcare that has flexibility for shift work; and  <b>BE IT FURTHER RESOLVED</b> that HSA lobby the government to reserve Childcare spots close to place of employment for essential care workers.	Ongoing  Correspondence to Minister of Education and Child Care and Minister of Post Secondary Education and Future Skills
81	<b>THEREFORE BE IT RESOLVED</b> that HSA <del>develop</del> explore a simple, searchable forum that can be used for research, communication and engagement between HSA stewards and HSA staff.	Ongoing



82	<b>THEREFORE BE IT RESOLVED</b> When grievance conduct or coverage changes, the incoming LRO must schedule an open grievance information meeting with the steward within 4 weeks of taking over a file. <b>If this is not possible within 4 weeks, a reason must be provided directly to the Steward from the incoming LRO.</b>	Ongoing
86	<b>THEREFORE BE IT RESOLVED</b> That HSA will explore alternative methods of conflict resolution to resolve board member conflict and report their findings, recommendations, and any actions taken <del>and</del> <del>recommendations</del> back to convention.	Ongoing
88	<b>THEREFORE BE IT RESOLVED</b> that HSA provide <del>at minimum 60 days notice</del> as much notice as possible for submission of bargaining proposals and convention resolutions.	Ongoing
91	<b>THEREFORE BE IT RESOLVED</b> that HSA create opportunities (i.e.) <del>holds town hall meetings in which HSA members can publicly discuss ideas and concerns with the board if they so choose</del> can interact with the board to discuss ideas or concerns.	Ongoing. EG: Telephone town halls throughout bargaining, Family Connection Centres briefing
95	<b>THEREFORE BE IT RESOLVED</b> HSA explore the feasibility <del>work on</del> of providing <del>creating</del> a platform to allow both in-person and virtual attendance to Convention every year.	In progress and ongoing
97	<b>THEREFORE BE IT RESOLVED</b> that Regional Director attendance be published on the HSA website after each board meeting <del>in real time</del> ; and  <b>BE IT FINALLY RESOLVED</b> that starting with the 2023 Director elections, the attendance records of Board members eligible for re-election be provided as part of the election profile information for each incumbent or any candidate who has previously been an HSA board member running for that election to the members of the region where the election is being held immediately prior to the election period.	Attendance record on website: to be done.  Attendance records for incumbents in election statements: not applicable in 2023 elections
99	<b>THEREFORE BE IT RESOLVED</b> HSA selects a Convention date and announces it to members by October 31st of the previous calendar year.	Ongoing

<p><b>108</b></p>	<p><b>THEREFORE BE IT RESOLVED</b> That the Health Sciences Association (“HSA”) advocate and lobby the Ministry of Children and Family Development (“MCFD”) and the federal government for increased funding to allow for increases in FTE for support staff at multidisciplinary centres such as Child Development Centres.</p>	<p>Correspondence to Ministry of Children and Families</p> <p>Submission to federal government through NUPGE</p>
<p><b>109</b></p>	<p><b>THEREFORE BE IT RESOLVED</b> that Health Sciences Association examine how to inform career counsellors at the high schools and career planning centers about the various health care careers available; and</p> <p><b>BE IT FURTHER RESOLVED</b> that Health Sciences association dedicate resources to high school career counsellors in order to highlight the variety of Health care careers available in Health Sciences Association.</p>	<p>Ongoing consultation with BCTF</p>